

CONTACT

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TRAVIS AIR FORCE BASE, CALIFORNIA

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Commander's Corner

By **Col. James T. Rubeor**
349th AMW Commander

Welcome to the November UTA! It should be both fun and productive!

During the B Flight UTA in October, I had the pleasure of welcoming some of our new reservists during their in-processing. What a talented group! It always strikes me how capable and experienced they are and how very fortunate we are to have them serve with us. There were about 40 of them, as there are almost every month, and they are now completely in-processed to the wing and should be reporting to their units this month to get in-processed there. Make them feel welcome! Make their first impression a great one and let their first new friend be you!

Another great experience in October was an interesting discussion at the Sierra Inn dining facility with **Senior Master Sgt. Robert Potter** and **Tech. Sgt. Raymond Lambert**, both with the 55th Aerial Port Squadron. We talked about lots of issues but the one of most concern was the importance of good relations with your employer. Many employers don't fully understand or appreciate the importance of your duties with the reserve. Some view your absences to perform military duty as a deterrent to their business.

Here's the good news – we have a program to not only change that attitude but to completely reverse it! It's called Employer Appreciation Day. If you can get your boss to come out and attend one of these days, we'll turn them into your biggest supporter!

Each 349th AMW group conducts one of these days a year. We are in the process of setting up the dates. They are normally held on a Saturday and take the better part of a day. We start the employers out with a big picture briefing on the Air Force Reserve Command and what we contribute to Total Force. Then it is a briefing on the 349th AMW and how we fit into Team Travis. After that we take them out for an aerial refueling demonstration on either a C-5 or a KC-10! And here's more good news – if there's room on the flight, you can accompany your boss! Once the flight is complete, it's your chance to take your boss to your unit to meet your commander and see first-hand what important things you do for our Air Force. At the end of the day, I'll bet they're your biggest fan!

That was certainly the case for Potter – his boss promoted him after seeing all the leadership skills he developed here! Check next month's CONTACT for the dates for your group's Employer Appreciation Day. You'll be glad you did!

I'm sure you've heard by now, but it's worth repeating. We did outstanding in the recent round of PEP promotions! Locally we were able to promote 12 technical sergeants and five master sergeants. The competition for chief master sergeant and senior master sergeant was held at 4th AF and was extremely competitive. Congratulations to our two winners – **Chief Master Sgt. Alan Arndt** and **Senior Master Sgt. Patricia Thornton**!

Help me in welcoming our new Chief of Public Affairs, **1st Lt. Dawn Young**! She has more than 15 years of public affairs experience and comes to us from Sacramento where she was helping with the closure of McClellan AFB. We also bid a fond farewell to **Capt. Tania Daniels** as she leaves for a new job at Charleston AFB.

Hopefully everyone received a copy of a letter written by **Maj. Gen. David Smith**, AFRC Vice Commander. It was sent to your home

and his letter was addressed to "Air Force Reserve Family Members." It was his summation of your responses to a command wide survey. In it he states that the number one concern of our reservists was a lack of information on reserve entitlements and benefits.

Fortunately for us, we have a section that knows everything there is to know about this subject! It's our Family Readiness section, headed by **Jack Watts**. Watts will be mailing you his quarterly newsletter, Family Affairs, and a DOD pamphlet titled, "Guide to Reserve Family Member Benefits." Both are very useful and informative. If you didn't receive them or you have questions, you can reach him at (707) 424-1616. He'll be glad to help!

You may not realize it but you are getting a pay raise! The Defense Authorization Bill passed Oct. 13 authorized a 3.7 percent pay raise to be effective Jan. 1. That might not seem like a lot but combined with the pay raises we've received the last couple years and those that Congress is looking at for the future, it adds up.

There was also a provision to increase the number of Inactive Duty Training points creditable for retirement from 75 to 90. You get IDT points for a variety of activities – 15 are automatic "Membership" points, 1 for each RMP, points for completing your OJT CDC (e.g. 6 points for a 5 level 2T2 AFSC) and for completing PME (e.g. 40 points for SOS). Now all these IDT points (up to 90) are creditable and count toward retirement!

Here are some other important provisions of the bill!

- A TRICARE-for-life program starting Oct. 1 2001. Under this, Medicare-eligible military retirees may continue to use their medicare provider but TRICARE would be used as a Medicare supplement which would cover all costs not picked up by Medicare. Beneficiaries would pay no co-pays or deductibles, also there will be no TRICARE enrollment fees or premiums.

- A one year window for Veterans Education and Assistance Program participants to convert to the Montgomery G.I. Bill.

- Targeted pay increases for E-5, E-6 and E-7 effective July 1, 2001.

- Also for Medicare-eligibles, a comprehensive pharmacy benefit (national mail order pharmacy and network retail).

- Authorization for implementation of a Thrift Savings Plan in FY 2001.

One last word of advice – **vote!** It's your right and responsibility as a citizen and is a cherished freedom that you are committed to defend!

In this edition of the CONTACT you'll find some very interesting advice on how to recover from an earthquake by **1st Lt. Terry Cotter**, an excellent article about **Col. Bill Rollin**, 349 LG/CC, and a commissioning opportunity in **Maj. Christopher Clay's** Military Equal Opportunity Office, among other things.

See you at the UTA!



Col. James T. Rubeor

CONTACT

Vol. 18, No. 11

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Inside this issue

4 **Commentary: Disaster Preparedness**

As a former disaster preparedness officer, 1st Lt. Terry Cotter has given countless briefings. His knowledge became all too real when an earthquake rocked his hometown of Napa in September. Today, he doesn't just offer advice on how to prepare for natural disasters, but explains what to do after an earthquake.

5 **Medical Emergency**

Flying off to Hawaii in a KC-10 aircraft for a weekend isn't uncommon for members of the 79th Air Refueling Squadron. However, being diverted for an aeromedical evacuation mission to rescue a woman requiring emergency medical care on Johnston Atoll was anything but routine.

67 **From Jet Engine Mechanic to Commander**

The 349th Logistics Group Commander, Col. Bill Rollin, recently left his full-time Air Reserve Technician position to accept civil service employment with 15th Air Force. He reflects back on his 32-year career that began as a jet engine mechanic at McConnell AFB, Kansas, in 1968.

8 **Bringing Home the Gold**

The 70th Air Refueling Squadron has been actively involved in numerous high-profile missions in 2000. One recent mission took several squadron members to Washington, D.C., where they accepted Air Force Association awards for the Outstanding Reserve Unit and Outstanding Reserve Aircrew.

9 **Top Enlisted Airman Visits 349th AMW**

Chief Master Sergeant of the Air Force Jim Finch visited Travis AFB in September as the guest speaker at an Airman Leadership Course graduation ceremony. He spent considerable time talking to airmen and learned that the high operations tempo of today's Air Force and compensation remain the two most prominent concerns of the enlisted force.

10-11 **Flyby**

Catch up on the latest news from the 349th Air Mobility Wing, the Air Force Reserve Command, Air Mobility Command and the National Committee for Employer Support of the Guard and Reserve.

On the Cover



Donald Maddox examines a bearing from a C-5 "Galaxy" aircraft. Maddox is a jet engine mechanic for the 349th Component Repair Squadron's Jet Propulsion Flight. As a civilian Air Reserve Technician, he works alongside active duty members from the 60th Air Mobility Wing during the week. One weekend a month and 15 days each year he serves in the same shop as a technical sergeant in the Air Force Reserve. The Air Force Reserve Command depends on thousands of ARTs to provide continuity and to meet the Air Force's high operations tempo. (Photo by Tech. Sgt. Kevin Jackson)



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Career advisors aid retention, morale

Recruiting and retention will be Air Mobility Command's theme in 2001.

We all know that our U.S. Air Force depends on qualified personnel to accomplish the mission. Our career advisors provide us with those people. If you attended our Wing Combat Dining-In, you saw nearly 50 of our own take the oath of enlistment in front of the entire mess. Our career advisors organized this very successful ceremony.

Career advisors' jobs involve more than reenlistments. A dynamic career retention program enhances unit morale by answering members' questions about their careers and informing them of programs such as the Montgomery GI Bill, the bonus program, High Year Tenure and others. These pro-

grams can impact unit morale and cohesion.

Career advisors must also establish very important relationships with unit commanders, first sergeants and senior noncommissioned officers. These relationships are important because senior leaders are responsible for developing the people they supervise into a cohesive team. Advisors also ensure our members are treated fairly and meet Air Force standards.

The most important relationship is between career advisors and members. It must be based on frankness, integrity and trust. Effective two-way communication is the key that unlocks many doors. It also alerts career advisors to unfavorable conditions and problems that adversely affect morale.



CommandChiefsNotes

CMSgt. Anthony L. Maddux

My three years as a career advisor gave me insight on the morale and attitudes of the enlisted force. It helped in my career development and contributed to my views on leadership, management and supervision. We must all support the career advisors and take an active role in retention. The combat readiness of our Air Force depends upon it.

Disaster preparedness hits home

Napa earthquake reminds reservist disaster can strike anytime, anywhere

By 1st Lt. Terry Cotter
Wing Executive Officer

As a former Disaster Preparedness Officer for my squadron, I am familiar with giving briefings on what to do if faced with a natural disaster like an earthquake. However, I never expected that information to be used first-hand when we experienced the recent earthquake in Napa, Calif.

On Sept. 3 at 1:36 a.m. my wife and I were jolted awake by a loud thundering sound and the violent shaking of our bedroom on the second floor of our Napa home. Disoriented for a moment, we suddenly realized we were having an earthquake. For 18 seconds we were thrown back and forth in the 5.2 magnitude earthquake. Finally, the noise and shaking stopped followed by silence.

Armed with a flashlight, we began to see the actual damage of the earthquake. The entire house was littered with furniture turned over, cabinet doors open with their contents on the floor, and

broken glass everywhere. I had been fortunate not being seriously cut while roaming the house in the dark without shoes while searching for the flashlight. My neighbor broke two toes and cut his leg by doing the same. I was shocked at the extent of the damage as I counted over 35 cracks in the first floor walls.

All my training in military contingencies began to take effect as we began going door to door in our cul-de-sac to determine if anyone might be injured. House by house we checked for gas leaks and began the process of shutting off gas to each house—just to be sure. In checking each home's water-heater, we discovered that those which had not installed earthquake straps now had broken water lines or severely crimped water and gas lines.

In the dark we gathered our friendly neighborhood forces and brought out lawn chairs, blankets, barbecues (to heat water for instant coffee) and a portable fire-place. We moved our cars together, reminiscent of a wagon train circle, and put sleepy children to bed on cars seats. Around the crackling fire we began the process of discussing our fears and concerns of experiencing an earthquake. Our pastor stopped by at 3 a.m. to check on us and offer a prayer of thanks that no one was seriously injured.

From this experience, we have learned

that disaster can strike when least expected so we all must be prepared.

□ Having a flashlight readily available can give you security in the darkness.

□ Do not place heavy furniture or pictures around your bed where they could fall and injure you.

□ Make sure you have earthquake straps on your water-heater.

□ Know where all shut-off valves to both the water and gas lines that are connected to your house or apartment.

□ Buy some "Museum Wax" for anything you place on a mantel or shelf. It will keep the object from sliding off and breaking. Museum wax will also work on the backs of pictures or mirrors you fasten to the wall.

□ Install straps to televisions and other movable pieces of furniture.

□ Be careful of electrical cables that may have been stretched or broken during movement of objects.

□ Wear leather gloves when handling glass to avoid injury.

□ Be sure and have a gas company representative check your gas line for leaks, turn your gas back on, and re-light your gas pilot lights.

If I could offer but one bit of advice to you, it would be to listen to and take to heart those safety and disaster planning briefings. It could happen to you!

Emergency diverts routine mission

79th ARS evacuates civilian employee from Johnston Atoll

By 1st Lt. Dawn Young
Wing Public Affairs

Dashing off to Hawaii for the weekend in a KC-10 is not so uncommon for members of the 79th Air Refueling Squadron. Depart Travis Air Force Base, with 60 passengers, arrive Hickam AFB, Hawaii, spend the night and be back home the next day. What a great way to perform and receive training during the August unit training assembly, all in the name of duty.

But, sometimes other "duties" call and the plan must change. The return trip, scheduled for Aug. 20, was postponed. A medical emergency had happened. The 79th ARS was called upon to help out.

"We had already planned our return mission," said Senior Airman Frank Carlos, boom operator. "We had just arrived at the aircraft when the Hickam AFB command post called and asked if we could conduct a medical evacuation."

Before giving a reply, although the immediate emotional response was let's get airborne, the crew consulted all Air Force instructions to ensure this type of mission was allowed. The answer was yes. "We told them we could do it," said Master Sgt. Shawn McMahon, boom operator.

The crew, already at the aircraft, quickly prepared for departure. "We were airborne within an hour," said Maj. John Williams, aircraft commander. "Basically, the only thing we had to do was file a new flight plan."

The new flight plan would take the crew to Johnston Atoll, a small, isolated island group about two hours southwest of Honolulu. The Johnston Atoll mission is to support the U.S. Army chemical weapon storage and destruction program.

"A woman there had a medical emergency that could not be treated at their basic medical facility," said Williams. The island is only equipped with a small clinic.

The patient was immediately placed on board the aircraft. Also aboard the KC-10, to provide medical oversight during the return flight to Hickam AFB, was a medical attendant who saw to the woman's



Role reversal: KC-10 aircraft deploy around the world because they can extend the Air Force's global reach. However, a KC-10 was reconfigured to accommodate a woman who needed to be evacuated from Johnston Atoll to Honolulu.

medical needs during the flight.

Upon returning to the main island the weather had turned bad. The inclement weather was not aiding in getting this woman the emergency medical treatment she needed. "The weather was such that the control tower could not see traffic on rollout on the other runway and this caused the tower to send us around for another approach," said Capt. Chad Johnson, the KC-10 pilot flying the approach.

In addition, "the ambulance was to meet us on landing, but was involved in a collision with a police cruiser due to the driving rains and low visibility," added Johnson. Soon another ambulance arrived and the patient was whisked away to the base hospital and received the care she needed in this emergency evacuation.

The crew of the KC-10, whose UTA was extended only a day, made the trip back, along with its 60 passengers, to Travis. When asked about the ad hoc mission, Tech. Sgt. Kenneth Ronk summed it up best, "This was the type of thing we signed up for and we were eager to help."

Other 79th ARS crew members on this medical air evacuation mission were Capt. Brian Smith and Tracy Hatch, Senior Master Sgt. John Pelka, Master Sgt. Daniel Judnic, Tech. Sgts. Robert Latham and Richard Costafelis, and Staff Sgt. Stephen Smart.

349th MAS to run base fitness center

By Maj. Anne Macdonald
Wing Public Affairs

A major change will soon occur at the Travis AFB Fitness Center but most people won't even notice.

Beginning Nov. 4, members of the 349th Memorial Affairs Squadron will provide all staffing at the Fitness Center, located in the old gym, on each UTA Saturday. "It will be business as usual for the people who use the Fitness Center," explained Master Sgt. Martin Walker, 349th MAS training.

"Our folks have worked here before, but they are really excited about running the program on their own," said Walker. "In addition to offering all the usual services, they have long-term goals of organizing tournaments and intramural games such as volleyball and basketball. In a way, this will become a whole new task."

The Fitness Center is located in Bldg. 203 (old gym), and will be open 10 a.m. to 6 p.m. on UTA Saturdays.

For more information, call Walker at 424-5870, or the Fitness Center at 424-5680.

Rollin reflects on long career

From jet engine mechanic to logistics commander, it's been an adventure

By Capt. Tania Daniels

Wing Public Affairs

"People taking care of people and doing the right thing for the right reason, that's the bottom line!" is the philosophy Colonel Bill Rollin,

349th Logistics Group Commander, has lived by during his thirty-two years in the Air Force. He is leaving the 349th Air Mobility Wing, after 26 years of service as a Reservist here, and will surely be missed.



Col. Bill Rollin

I had the opportunity to sit down with Col. Rollin recently as he reminisced about a long and distinguished career. We began by talking about his reasons for joining the Air Force.

"While I was growing up, my father brought an Air Force fighter pilot named Harry Rutter home to our farm in Ohio for some hunting," remembered Rollin, "and he and my parents became good friends. Maj. Rutter went to Vietnam in the early 1960's when the U.S. began to get involved there. He then ended up at the Pentagon in 1967.

"I was in college in 1967 on a college deferment and there was plenty of room to be doing better," said Rollin. "I had common sense but lacked academic savvy. I had been getting draft notices in the mail saying that I wasn't doing well in school. When I mentioned this to my parents, my dad called Rutter at the Pentagon and asked him if I could get in the Air Force.

Two new lives at once

"On March 9, 1968, I married Dorian, who I had dated since 8th grade," remarked Rollin fondly. "On the Saturday after we returned from our honeymoon, my parents told me to call the Air Force recruiter, who told me that I needed to be in Cleveland, Ohio, on Monday because I was going into the Air Force. So, I had one breakfast with Dorian in our new

apartment and then I was gone."

Rollin and I then talked about his journey into the Air Force. "On March 21, 1968, in Cleveland, I enlisted in the Air Force and flew to San Antonio, Texas, for basic training," he said. "I remember I got off the bus at 'O-dark-30,' was yelled at, I ate something and then went to bed.

"After six weeks in basic training, I took a train to Chanute AFB, Ill. for Jet Engine Mechanic School," said Rollin. "The school, which took three months to complete, was backlogged by three months so while I was waiting, I did Kitchen Patrol, peeling potatoes and making juice on the night shift.

"McConnell AFB, Kan., was my first duty station with Dorian," Rollin recalled. "We rented an apartment in an old hospital for \$77 per month. With basic pay at \$124 per month, our resources were quite limited. If we had a dollar at the end of the month, we were doing well. Fun was going for a drive; we didn't have money for a movie.

Vietnam-bound

"I worked as a jet mechanic on F-105s at McConnell. There was a chart on the wall at the jet shop of people who were assigned to McConnell," remembered Rollin. "It showed when they were assigned there and when they went to Vietnam and I could see I was going soon! So, it was no surprise that within 10 months after we arrived at McConnell, I received orders for Thailand.

"Interestingly, there was no family support or infrastructure to help those families left behind," said Rollin. "You got orders that said go and you went! Not having a clue! The system today for our troops who deploy is 300 percent more attuned to the family and the individual and their needs."

After Rollin spent 11 months with the 388th Tactical Fighter Wing at Korat Air Base, Thailand, he spent another three years on active duty before leaving the Air Force to work for a civilian company in California.

Only a year later, however, he joined the Civil Service as an Air Reserve Technician staff sergeant in the non-destructive inspection shop of the 60th Field Maintenance Squadron at Travis AFB.

It was at this point that Rollin began to tell me about his 26 years at Travis. "In



Back in time: Col. Bill Rollin poses in front of a Republic F-105 "Thunderchief" at the Travis Air Museum. Rollin's first job in the Air Force was as an F-105 jet engine mechanic for the 555th Tactical Fighter Squadron at McConnell AFB, Kan., in 1968. (Photo by Tech. Sgt. Kevin Jackson)

1980 I received my commission as a second lieutenant in the Air Force Reserve. I had been attending college through the University of Southern California program on weekends. As a side note, the combination of college, 26 years of civil service employment, 26 years of reserve weekends with the last six years being two-plus weekends a month, no one probably has more days on Travis than I do, unless they are buried here."

Rollin continued his service as an ART with the 60th FMS until 1988 when he became the senior maintenance officer in the 60th Equipment Maintenance Squadron.

Rollin assumes command

"In January 1994 I was selected as commander of the 349th Aircraft Generation Squadron, which handled maintenance for the C-141 Starlifters. At that time, Chief Master Sgt. Bob Waggonner, the ART superintendent, myself and the squadron of dedicated individuals went through a very tough reorganization called the 'Associate Test.' This was emotional and difficult for the active and reserve folks as we significantly shifted the way we worked. The results were positive because we now have a lot more depth of qualified traditional reservists in our maintenance pool and they have a strong unit identity. It's this same organization that allows the C-5 and KC-10 maintenance Reserve squadrons to be very strong, daily contributors to the active duty here at Travis."

Rollin was named deputy logistics group commander for the 349th Air Mobility Wing in 1996 and became the 349th Logistics Group commander in November of 1997. He will hold this position until the end of this year. However, since September, he holds this position as a traditional Reservist instead of an ART since he transferred as a civil servant to the position of deputy director for logistics, 15th Air Force, at Travis.

Departing 349th Logistics Grp.

His career at Travis AFB has been long and distinguished and his presence will surely be missed. As we concluded our conversation, he reflected on his time as the 349th Logistics Group commander.

"During the last four years, the men and women of the 349th have done magnificently in bringing positive recognition to



Once a mechanic: Col. Bill Rollin looks over the shoulder of Master Sgt. Don Huntley, a jet engine mechanic from the 349th Component Repair Squadron's Jet Propulsion Flight, as he installs a fuel shutoff actuator on a C-5 "Galaxy" engine. Rollin began his career as a jet engine mechanic in 1968 and will soon be stepping down as the 349th Logistics Group commander. (Photo by Tech. Sgt. Kevin Jackson)

themselves and in working with their 60th AMW counterparts. The true success of the Travis Team is the synergy we generate working together. There has never been a stronger working relationship and understanding. The 60th AMW has accommodated the Reserve in the maintenance complex in an excellent manner and our reservists, in turn, offer about 30 percent direct day-to-day labor to the mission. It's a win-win situation for everyone. They get help and our traditional reservists maintain a keen edge on their skills.

Chiefs run the show

"The chief master sergeants have my ultimate respect. These individuals worked for the mission, especially the people, and supported me to the max. All the 349th AMW chiefs were my guides and I respect each and every one of them. But the four ART superintendent chiefs of the 349th Logistics Group, Chief Master Sgts. Steve Crutcher, Jerry Parrish, Gary Runow and Bob Waggonner are my heroes. They were my squadron commanders Monday through Friday. They were and are the ones who lead our dedicated NCOs to the success we garnered. I thank each and every one of you as individuals and members of the Reserve.

"The folks in the 349th EMS, 349th Component Repair Squadron, 349th

Logistics Support Squadron, 749th AGS and 349th AGS are great. They have collectively won more organizational and individual awards over the past few years than at any time in history. They have done this while deploying all over the world in greater numbers than ever before, while supporting the basic requirements which have increased. They are great, and I owe my success to them."

Rollin's Rules

- ◆ Take care of your boss and the boss will take care of you.
- ◆ Loyalty is appreciated, respected and rewarded.
- ◆ Hard work and truly caring about your people is a good thing!
- ◆ Common sense prevails above everything else.
- ◆ Perseverance above all else, if you get knocked down, get up!
- ◆ If you make a mistake, use it to do better next time.
- ◆ Don't ever forget, no one or anything is useless.

Air Force Association honors 70th ARS

Squadron receives outstanding reserve unit, aircrew awards

By Capt. Tania Daniels

Wing Public Affairs

The 70th Air Refueling Squadron was recently recognized by the Air Force Association not once but twice, with the Outstanding Reserve Unit Award as well as the Outstanding Reserve Aircrew Award, both for the year 2000. Members of the squadron traveled to Washington D.C. to receive the awards at a ceremony on Sept. 18.

The squadron's outstanding support of Operation Southern Watch in the United Arab Emirates was recognized. During their second rotation to the area within just six months, they flew 68 KC-10 sorties supporting 677 Air Force, Navy and coalition aircraft, offloading almost 4 million pounds of fuel. During one sortie, Maj. Bob Millmann's crew was credited with aiding in the safe recovery of an F-18 Hornet with a broken fuel probe.

While half of the squadron was deployed to the Desert, the other half was tested during a 15th Air Force Aircrew Standardization and Evaluation Visit which they passed.

Within eight days of their return from the UAE, and while still engaged in the 15th AF ASEV, the 70th ARS was once

again flying in harm's way, when they became the only Air Force Reserve KC-10 squadron to volunteer and deploy in support of Operation Allied Force. The squadron maintained two crews in theater throughout the conflict which allowed their active duty counterparts to rotate home a tired crew force. They exhibited great dedication to the effort in Kosovo by volunteering to fly combat missions that averaged over ten hours in duration. One of these missions garnered the squadron its second AFA award for Outstanding Reserve Aircrew.

Maj. Jeff Pennington's crew was flying just south of the battle area when the weather cleared over the target area. Within a 90-minute period, the crew had offloaded 99,700 pounds of fuel to 10 different aircraft on four widely separated air refueling tracks and prevented the emergency diversion of two F-15E Strike Eagle aircraft. Pennington, along with Capt. Jeffrey McCleery from the 60th Air Mobility Wing, and Master Sgt. Jeffrey Pinto and Senior Airman Ernie Valles, both 70th ARS members, coordinated refueling for an EC-130E, command and control aircraft, and two F-16 Fighting Falcons, in addition to the F-15s.

Their decisive actions to conduct unscheduled refuelings enabled allied fighters to destroy two Serbian targets, a munition's storage facility and an electrical power plant. Most importantly, however, Pennington's crew ensured the safe recovery of four F-16s and four F-15Es.

"Maj. Pennington's crew exemplified the dedicated actions of so many Air Force Reserve crews in the theater," said Lt. Col. Steve Vancil, commander of the 70th ARS. "News reports of the air war over Kosovo made it look easy and risk free. In reality, it wasn't. It took a lot of dedicated hard work in a very tense environment for the missions to succeed."

The 70th ARS volunteered to fly combat missions in the only aircraft, within the Allied Force theater of operations, that did not have an ejection or bailout capability. Their combat missions were flown within range of anti-aircraft fire, surface to air missile sites and enemy fighters.

"This recognition from the AFA is a huge honor for our squadron," said Vancil, "as this award is normally won by wings rather than squadrons in the Air Force Reserve. It recognizes a top-to-bottom contribution by everyone in the squadron. I'm especially proud that we had so many members volunteer for back-to-back deployments to the Middle East and Kosovo, while simultaneously undergoing a major inspection by higher headquarters."

The nearly 150,000-member Air Force Association, formed in 1946, is an independent, nonprofit, civilian aerospace organization that promotes public understanding of aerospace power and national defense. AFA is led by volunteer leaders at the national, state, and local levels. The association has some 300 chapters around the country and abroad.



Global Reach

A submarine sits on the ramp here before being loaded aboard a C-5 "Galaxy" bound for Dalaman, Turkey. An aircrew from the 301st Airlift Squadron delivered the deep submergence rescue vehicle-1 "Mystic" and its San Diego-based U.S. Navy crew to Turkey for participation in Exercise Sorbet Royal 2000, a multi-national North Atlantic Treaty Organization exercise. The aircraft, commanded by Maj. Dave Pavey, twice air-refueled to make the delivery. (Photo by Maj. William Barbour, 349th AMW/SE)

Top enlisted airman visits Wing

By Senior Master Sgt. Ron Lake
Wing Public Affairs

Chief Master Sgt. of the Air Force Jim Finch visited Travis Air Force Base in September to be the guest speaker at the Airman Leadership School graduation and to visit with Travis women and men.

"Part of what I do is to go out and spend time with folks and talk with them about the issues that are important to them, try to handle rumor control, and take back the top enlisted issues to senior leaders," the Air Force's highest ranking enlisted member explained.

Travis AFB was one of many stops on his schedule and the people here eagerly expressed their concerns. What he heard from them wasn't unlike what he's heard from enlisted members around the world.

"The biggest issue surrounds the fact that we have an awful lot going on," he said. "We have people deployed all over the world. The pace of operations is very great, and we don't always have the manning or money to support all the things that are going on. That becomes an issue for retention, and retention drives recruiting."

Finch gave three points that are key to retention. "People want to believe they're doing important work; they want to believe

those around them appreciate what they are doing; and they want us to take reasonably good care of their families," he said. "If we don't do all three, people won't stay."

Besides recruiting and retention, the CMSAF also discussed the basic allowance for housing situation. He agreed that BAH is a major concern here, but he noted that the program works.

"BAH is a very good program," he said. "It takes location out of the housing equation, and it's the better of the options that I've seen."

As for pay and benefits, he said a 3.7 percent pay raise in the defense appropriations bill will be effective Jan. 1, 2001. Finch also added that the pay reform initiative of 1999 "was accomplished to remove some of the anomalies in the pay table."

Where anomalies were the greatest, the biggest changes were made. However, the program was advertised as a 'targeted' pay raise when, in fact, it was not designed as a targeted pay raise. Some noncommissioned officers felt they weren't being taken care of. The pay reform did,



Bearing gifts: Tech. Sgt. Eric Priest gives Chief Master Sgt. Jim Finch souvenirs from the 312th Airlift Squadron as Tech. Sgt. Phil Vogel, Senior Master Sgt. Andy Huff, Karen Savage-Cloud and Chief Master Sgt. Bob Fletcher look on. (Photo by T.C. Perkins, BVISC)

however, bring to light a couple of issues. The Defense Department is currently reviewing a targeted pay raise for mid-level and senior NCOs.

"We're doing everything we can to improve compensation for the all volunteer, dedicated professional force that we've evolved into," he said. "I'm very proud of our NCO corps. I wish there was a way to recognize them more and compensate them more for the sacrifices they make. We ask an awful lot of our people. We deploy them all over the world. They're doing our nation's work, day in and day out, and they do it professionally. I'm very proud of them."

The chief also said he is impressed with Travis AFB. "I think Travis is great. I've visited a lot of facilities here. You have a lot of dormitories and some new housing coming up. A lot of money has been pumped into Travis, rightly so, and it shows. It's refreshing to see the attention that has been paid to the facilities here. You have a lot to be proud of out here."

As for the morale of the enlisted force here, Finch said it isn't different from the other bases he's visited. "They are a great group of people who are smart and want to be part of a winning organization," he said. "The morale here is very good. They perceive that they are being listened to. Don't interpret that to say that there are not issues. There are a lot of issues on the minds of our people and they want to know what we're going to do to fix them."

Chief Master Sergeant of the Air Force

Chief Master Sgt. of the Air Force Jim Finch is the advisor to the Air Force Chief of Staff and the Secretary of the Air Force about matters concerning the effective use, welfare and progress of enlisted members.



**Chief Master Sgt.
Jim Finch**

He is the 13th person appointed to the highest noncommissioned officer position in the Air Force. He was raised in East Hampton, N.Y., and entered the Air Force in July, 1974. He worked in missile maintenance and professional military education, and has served in operational, maintenance and support units at every level of command.

Finch's assignments have taken him to Colorado, Florida, Alabama, Texas, Virginia and Washington, D.C. His overseas assignments include the United Kingdom and Alaska. Before assuming his current position, he was the command chief master sergeant for Air Combat Command Langley Air Force Base, Va. While he was assigned to ACC, the command was involved in Provide Promise, Northern Watch, Southern Watch, Deliberate Force, Joint

Endeavor, Desert Fox and Allied Force. He was appointed Chief Master Sergeant of the Air Force Aug. 2, 1999.

Committee boosts efforts as Guard, Reserve deploy

By Gerry Gilmore

American Forces Press Service

WASHINGTON (AFPN) — Unprecedented Guard and Reserve deployments over the last decade — and no let up in sight — are worrying civilian employers concerned about the impact of that situation on their workplaces, according to a recent Department of Defense study.

Reserve-component deployments have increased 1,300 percent since the Berlin Wall collapsed in 1989. “The old Cold War commitment for reservists, which called for duty

on one weekend a month and two weeks each summer, is largely a thing of the past,” said Charles Cragin, principal deputy assistant secretary for reserve

affairs. “Many of today’s Guard and Reserve personnel are often serving far in excess of this.”

“Employee absences and work scheduling have become hot topics for civilian employers of guardsmen and reservists,” said Bryan Sharratt, executive director of the National Committee for Employer Support of the Guard and Reserve in Arlington, Va.

“Employers are experiencing a much more severe inconvenience and, in some cases, quite a financial burden,” Sharratt said, pointing to the results of a DOD reserve employer study released Sept. 1. “To meet this challenge,” he said, “NCESGR will develop better-focused communications conduits and systems targeted to address employers’ concerns and provide solutions.”

The NCESGR was created in 1972 to foster good relations between reserve component members and their civilian employers. Sharratt said his agency routinely communicates with employers to raise the level of awareness of what the Guard and Reserve do, the missions they are performing and the importance of those missions to national security.



**Bryan Sharratt, NCESGR
executive director**

Now, Sharratt wants “to see if we can fix the system so it works better for employers” even if Guard and Reserve personnel are away from their civilian workplaces for extended periods of time.

In the study, 93 percent of employers said they favor their employees’ participation in the Guard and Reserve. However, many of those same employers complained their employees spend too much time away from work on deployments and other military duties. Nearly half the employers surveyed said absences of more than 14 days caused workplace problems; 80 percent complained of effects when absences exceeded 30 days.

Those statistics concern Sharratt, Cragin and other personnel and readiness officials as DOD increases the breadth and depth of today’s reserve component missions. “For instance,” Cragin said, “the Texas Army National Guard 49th Armored Division has been in Bosnia since March on a nine-month peacekeeping tour and will be followed in rotation by Virginia’s 29th Infantry Division and Pennsylvania’s 28th Infantry Division.

“Closer to home,” Cragin noted, “Guard and Reserve ground troops and aircrews were deployed for more than a month this summer to support fire-fighting efforts in the western U.S. forests.”

“NCESGR plans to address employers’ issues through improving communications between the employers and their employees in the Guard and Reserve,” Sharratt said. Over the years the committee has conducted Guard and Reserve awareness campaigns through the Ad Council and interactive programs with employers such as ombudsman services and briefings. “Another successful program,” he said, “has been Bosslifts, where employers visit the Guard and Reserve units of their employees and get a taste of military life,” he said.

“Since the draft ended in 1973,” Sharratt noted, “employer and public familiarity with the military has declined sharply. This fact has made committee programs more important to reserve component recruiting and retention.

“The committee is developing a Guard and Reserve media plan for employers and hopes to establish an information

database for employers,” he said.

“Bosslifts will continue, though as popular and successful as they’ve been they only reach about 1 percent of all employers of Guardsmen and Reservists.

“Most of all, NCESGR wants to do a better job of listening to employers,” Sharratt said. “Through a database we can do a much easier job of surveying, and we can find out what employers would like us to do. Already, employers have told us several things they’d particularly like to see.

“Employers, especially larger companies, want to know how many of their employees are in the Guard and Reserve so they can cover extended absences, he said. Second, employers want as much advance notification of call-ups as possible.

“Most employers tell us they can almost eliminate the real burden of replacing people temporarily if they have enough advance notice,” Sharratt said. “Likewise, employers say they’d like to know when their employees will return.

“Federal law allows guardsmen and reservists to be absent from the workplace to attend military training or to participate in other authorized missions without peril to their jobs,” Sharratt said.

“Some employers have complained that employees in the Guard or Reserve constantly volunteer for missions, thus burdening the company and causing continual replacement scrambles.

“The law covers both voluntary and involuntary duty. There are times when we’ve asked for volunteers for certain missions that could be covered by a lot of different people,” Sharratt said.

“Employers want consideration given so the same person isn’t continually picked when a mission can be done by a number of candidates,” he said.

“This is done in other countries. It is something we are looking at as well,” he added.

Sharratt said the committee plans to meet with DOD officials and employers in the future to solicit additional feedback.

“Employers are the ones who can tell us how to make this work for them,” he said. “The real key is building that communication.”



AMC declares 2001 Year of Retention, Recruiting

SCOTT AIR FORCE BASE, Ill. – Air Mobility Command continues its focus on quality of life for its people by declaring fiscal year 2001 the Year of Retention and Recruiting.

“For the past three years, we’ve been working our Total Force recruiting and retention challenges very hard. That said, I’m convinced we can do more to improve both!” said Gen. Charles T. Robertson, Jr., Commander, United States Transportation Command and Commander, Air Mobility Command.

“Retention of our quality people is so important, I’ve made it a priority in almost everything this command is engaged in...from my readiness assessments to the chairman of the Joint Chiefs of Staff, to our last two ‘Years of the Family.’ The Year of Retention and Recruiting is simply a continuation of this ‘taking care of our people’ theme. We have outstanding people—both in AMC, as well as in our gained Reserve and Guard units...people whose dedication is the bedrock of our success. We absolutely can’t stop trying to reach out and let them know how much we appreciate

them.

“It’s critical we keep our retention and recruiting efforts strong to maintain the level of air and space superiority required to sustain this great nation. The Year of Retention and Recruiting is AMC’s grass roots initiative to re-energize our commanders and supervisors and to give them the tools they need to positively impact morale and camaraderie within their units, throughout the command, and across the entire Air Force.”

This year’s campaign comes after AMC spent two years featuring a Year of the Family theme. The YORR team is led by Maj. Joshua Jose and is composed of full-time representatives from the active duty, civilian, guard, and reserve components.

Together, they will focus their efforts on educating and equipping commanders and supervisors with retention initiatives so they can help their people make informed career decisions.

“We want people to feel proud to serve in the military and know they are valued. The mission simply doesn’t get done without quality people — no question,” said Jose.

The team is developing an AMC YORR Web site as a focal point for posting accurate and up-to-date information on benefits, soliciting effective retention and recruiting ideas, and providing an avenue for benchmarking noteworthy programs.

“We are looking for individuals, as well as units, to share their retention and recruiting success stories so others can achieve that same success. Together, if we share our ideas, we can make a difference,” said the major.

AMC’s director of personnel, Col. Richard E. Fitzhugh, Jr., said he encourages people to participate.

“We need to take care of each other like a family,” he said. “We all share in a great Air Force mission, on a great Air Force team. We are America’s mobility warriors — first in, last to leave — and if that doesn’t excite you, nothing will. I can tell you there’s no monopoly on good ideas. Submit your ideas and success stories so we can all benefit from them.”

The Web site is up and running and can be found at <http://www.scott.af.mil/hqamc/yorr/>. E-mail the YORR team at yorr@scott.af.mil. (AMC News Service)

Commissioning Opportunity

Enlisted member sought for vacancy as military equal opportunity officer

The Office of Military Equal Opportunity has an officer vacancy.

The office is responsible for education awareness and intervention to help commanders identify, assess and resolve equal opportunity and treatment issues in the workplace.

This is a commissioning opportunity for an enlisted member with a college degree who is not yet 35

years old and meets the requirements of Air Force Instruction 36-2005.

Applications must be submitted no later than Dec. 31 so a board can convene to select the most qualified candidate, who will then attend Officer Training School.

Anyone interested in interviewing for the position should contact Maj. Chris Clay at (916) 556-2553 or e-mail him at: cclay@cwnet.com.



Commander solicits designs for commemorative coin

Designs are being accepted for a commemorative wing coin that is unique in design and represents the diverse mission and people of the 349th AMW.

Designs can be single- or double-sided,

black and white or color. The winning entrant will receive a display of wing coins, including the wing commander’s special recognition coin, Command Chief Master Sgt. Maddux’s coin, and the current and previous 349th AMW coins.

All entries should be submitted to

349th AMW/CCE no later than Jan. 8, 2001.

For more information, contact 1st Lt. Terry Cotter at (707) 424-3922 or by e-mail at: terry.cotter@travis.af.mil.

Revised commissary card reflects authorized visits

A revised version of the Department of Defense’s DD Form 2529, Reserve Component Commissary Privilege Card, goes into effect Jan. 1, 2001.

The revised card contains 24 blocks to record the dates of 24 authorized visits. (AFRC News Service)

Cast your presidential vote

Don’t forget to exercise your civic responsibility by voting in the presidential election Nov. 7. For voter information, visit the California Elections Division Home Page at www.ss.ca.gov/elections/elections.htm. The site provides voter information, including the candidates, ballot initiatives, how to vote and how to find your polling place.



Lieutenant Colonel

Dale Andrews, 312th AS
 Geraldine F. Bishop, 349th CRS
 Debra Casalasprocouls, Det. 2
 Paul S. Dwan, 349th MDS
 George W. Edwards, 349th EMS
 Stephen M. Gignilliat, 349th CES
 William S. Glore, 79th ARS
 David R. Huggins, 301st AS
 James M. LeClair, 349th AMDS
 Mary V. Lussier, 349th MDS
 Efrain Marrero, 79th ARS
 Robert K. Millmann Jr., 70th ARS
 Daniel Z. Peck, 349th MDS
 Randy L. Peterson, 301st AS
 Gregory D. Staten, 349th ALCF



Captain

Donna M. Bertolli, 349th ASTS
 Tamara L. Brown, 349th AMDS
 Jeffrey S. Collins, 349th ASTS
 Gregory A. Franklin, 349th AMDS
 Roderick Grunwald, 349th AMW
 Hughes A. Guazelli, 312th AS



Chief Master Sergeant

Alan D. Arndt, 301st AS



Senior Master Sergeant

Patricia A. Thornton, 70th ARS

Captain (continued)

Glenn G. Ibarrientos, 349th AES
 Jason P. Malone, 312th AS
 Lee E. Merkle, 312 th AS
 Deborah L. Ojones, 349th AES
 Shawna L. Terrell, 301st AS
 Kenneth A. Tyler, 349th AES
 Derek W. Weller, 349th AMDS
 Lonnie D. Wills, 349th AES
 Annie Yee, 349th AMDS
 John R. Young, 349th ASTS



Master Sergeant

J. Cosse, 312th AS
 cia, 749th AGS
 A. Halsey, 349th AGS
 James E. Standley, 349th LSS
 Melinda J. Schoch, 349th MDS



Technical Sergeant

April L. Andersen, 349th MSS
 Allen D. Bedford, 349th AMW/SE
 Lillian E. Blade, 349th MSS
 Nolan H.M. Delemos, 349th MDS
 Bobbie J. Gipson, 349th MDS
 Marilyn K. Mahaney, 349th MSS
 Patrick D. Roberson, 312th AS
 Cynthia L. Schlitz, 349th CES
 Robert A. Schmidt, 749th AGS
 Ann Marie N. Scott, 349th MDS
 M. Shayne Sewell, 349th AMW/PA
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